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August 20, 2001

To: Exclusive Bargaining Representatives for AB 1114 Award Eligible Schools

From: William L. Padia, Director
Policy and Evaluation Division

Subject: Release of the Apportionment for the 2000-2001 Certificated Staff Performance Incentive Act Based on the Academic Performance Index

The California Department of Education (CDE) has started the process to apportion the awards for the Certificated Staff Performance Incentive Act (Assembly Bill (AB) 1114)]. This award, based on the Academic Performance Index (API), will result in cash awards to certificated staff in those schools that had a statewide API rank in deciles 1 – 5 in 1999 and that showed the greatest gain over twice their annual growth target in addition to other criteria.

The award is based on approximately 1, 000 certificated staff receiving \$25,000 each, approximately 3,750 receiving \$10, 000 each, and approximately 7,500 receiving \$5,000 each, with the largest awards going to those schools that made the greatest gains.

We estimate that the funds will arrive in district offices near the end of September 2001. Education Code Section 44652 requires the State Superintendent of Public Instruction to notify the exclusive representatives of the teachers and other certificated staff in each eligible district of the availability of these funds at the time the awards are made. This memo is to serve as that notice. The employing school district must negotiate the individual teacher and other certificated staff salary award amounts with the exclusive representative of the bargaining unit of the teachers and other certificated staff.

In the event that the governing board and the exclusive representative of teachers and other certificated staff do not reach an agreement regarding the amount of the award, or if the teachers and other certificated staff are not represented by an exclusive bargaining representative, all teachers and other certificated staff at the school shall receive a salary award amount that is equal to a percentage of their base salary that is determined by dividing the total amount awarded to a school by the sum of the annual base salaries for teachers and other certificated staff of the school. The list of schools receiving the awards and the amount of those awards will be posted on the Department's web site near the middle of September 2001.

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On March 13, 2001, the CDE last posted a preliminary list of schools eligible to receive the AB 1114 awards. For more information on this and other awards based on the API, please visit the CDE web site at:

<http://www.cde.ca.gov/psaa/awards>

or, contact Patrick Chladek, manager of the Awards Unit, or his staff at (916) 657-3810

cc: County Superintendents
School District Superintendents
Charter School Principals